#### ORDINANCE NO: 2244

AN ORDINANCE OF THE CITY OF REDMOND, WASHINGTON, AMENDING PAY PLANS "N" AND "E" IN ORDER TO SET SALARIES FOR NON-UNION AND EXECUTIVE EMPLOYEES FOR THE YEAR 2005; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, Resolution No. 1142 calls for an annual adjustment of salaries in keeping with changes in salaries in the local labor market of both private and municipal employers; and

WHEREAS, these changes should now be reflected by amending the respective pay plans for non-union and executive employees; now, therefore,

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. (A) Effective January 1, 2005, Pay Plan "N" covering non-union employees is hereby amended to grant a 2.57 percent across-the-board increase in salaries over those salaries in effect on December 31, 2004, as adopted by Ordinance No. 2187. The amended Pay Plan is attached as Exhibit 1 and incorporated herein as if set forth in full. In addition, effective January 1, 2005, all non-union employees covered by Pay Plan "N" shall receive an increase equal to the difference, if any, between the 2.57 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2005, provided that only non-union employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive such increase. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation

pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

(B) Effective January 1, 2005, Pay Plan "E" covering executive employees is hereby amended to reflect a 2.57 percent increase in salary ranges over those salary ranges in effect on December 31, 2004, as adopted by Ordinance No. 2187. The amended Pay Plan is attached as Exhibit 2 and incorporated herein as if set forth in full. In addition, effective January 1, 2005, these ranges shall be adjusted equal to the difference, if any, between the 2.57 percent granted by the preceding sentence and the amount of the salary or wage increase, if any, ultimately agreed to by the City and the Redmond City Hall Employees Association (RCHEA) for 2005, provided that only executive employees who are employed by the City on or after the date that an agreement is reached with RCHEA on any such increase shall be entitled to receive any increase that would apply to the employee's position by virtue of the adjustment to the range. The deferred amount that is described above is therefore intended to qualify as non-qualified deferred compensation pursuant to the Internal Revenue Code of 1986, as amended, and is subject to a substantial risk of forfeiture.

Section 2. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3. This ordinance, being an administrative action, is not subject to referendum and shall take effect five days after its publication, or publication of a summary thereof, in the City's official newspaper.

CITY OF REDMOND

MAYOR ROSEMARIE IVES

#### ATTEST/AUTHENTICATED:

Bonne matter

CITY CLERK, BONNIE MATTSON

APPROVED AS TO FORM

OFFICE OF THE CITY ATTORNEY:

By:C

FILED WITH THE CITY CLERK)

PASSED BY THE CITY COUNCIL:

SIGNED BY THE MAYOR:

PUBLISHED:

EFFECTIVE DATE:

ORDINANCE NO.: 2244

December 2, 2004

December 7, 2004

December 7, 2004

December 13, 2004

Ordinance: December 18, 2004

Pay Plan: January 1, 2005

### City of Redmond Non-Union Employees 2005 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NA01	Accounting Manager	\$5,163	\$6,472	\$7,781
NA10	Administrative Assistant	\$2,533	\$3,150	\$3,766
NA20	Administrative Specialist	\$2,644	\$3,325	\$4,005
NA30	Administrative Supervisor	\$4,075	\$4,735	\$5,394
NA40	Applications Services Manager	\$5,678	\$7,215	\$8,752
NA50	Assistant Director Public Works	\$6,186	\$7,673	\$9,161
NA60	Assistant Fire Chief	\$7,296	\$8,014	\$8,732
NA70	Assistant Maintenance Manager	\$5,447	\$6,196	\$6,946
NA80	Assistant Police Chief	\$7,479	\$8,317	\$9,154
NB01	Benefits Administrator	\$3,200	\$4,060	\$4,918
NB10	Building Official	\$5,711	\$6,496	\$7,280
NB20	Business Operations Manager	\$4,686	\$5,444	\$6,201
NC01	City Clerk	\$5,639	\$6,508	\$7,376
NC10	Compensation Manager	\$4,676	\$5,886	\$7,097
NC20	Compensation Analyst	\$3,384	\$4,246	\$5,107
ND01	Department Administrative Coordinator	\$3,146	\$3,845	\$4,544
ND10	Deputy Planning Director	\$6,383	\$7,303	\$8,223
NE01	Emergency Preparedness Manager	\$4,919	\$5,626	\$6,332
NE10	Employment and Training Manager	\$4,708	\$5,618	\$6,527
NE20	Engineer - Senior	\$5,215	\$6,281	\$7,348
NE30	Engineering Manager	\$5,364	\$6,676	\$7,987
NE40	Executive Assistant	\$3,348	\$4,120	\$4,894
NF01	Facilities Maintenance Supervisor	\$4,618	\$5,385	\$6,152
NF10	Financial Analyst - Associate	\$3,112	\$3,966	\$4,822
NF20	Financial Analyst	\$3,773	\$4,745	\$5,716
NF30	Financial Analyst - Senior	\$4,196	\$5,416	\$6,635
NF40	Financial Planning Manager	\$6,153	\$7,585	\$9,016
NF50	Fleet Manager	\$5,205	\$5,839	\$6,474
NH01	Human Resources Assistant	\$2,656	\$3,262	\$3,867
NH10	Human Resources Generalist	\$3,480	\$4,308	\$5,137

Ordinance No. 2244 Page 1

## City of Redmond Non-Union Employees 2005 Pay Plan

Grade	Title	Minimum	Midpoint	Maximum
NH20	Human Services Manager	\$5,641	\$6,193	\$6,745
NI01	Inspection Supervisor	\$4,867	\$5,525	\$6,183
NI10	IS Manager	\$6,178	\$7,721	\$9,263
NM01	Maintenance Manager	\$6,114	\$6,930	\$7,746
NM10	Maintenance Operations Supervisor - Storm Water	\$4,821	\$5,489	\$6,157
NM20	Maintenance Operations Supervisor - Streets	\$4,853	\$5,538	\$6,223
NM30	Maintenance Operations Supervisor - Wastewater	\$4,821	\$5,489	\$6,157
NM40	Maintenance Operations Supervisor - Water Operations	\$4,821	\$5,489	\$6,157
NM50	Management Analyst - Associate	\$3,072	\$3,938	\$4,802
NM60	Management Analyst	\$3,531	\$4,526	\$5,522
NM70	Management Analyst - Senior	\$4,062	\$5,206	\$6,350
NN01	Network Communications Manager	\$5,465	\$6,893	\$8,322
NP01	Parks Maintenance Manager	\$5,933	\$6,897	\$7,861
NP100	Parks Maintenance Supervisor	\$4,257	\$4,804	\$5,352
NP10	Parks Operations Supervisor	\$4,620	\$5,285	\$5,950
NP20	Parks Planning Manager	\$5,800	\$6,378	\$6,956
NP30	Payroll Supervisor	\$4,054	\$5,002	\$5,950
NP40	Planning Manager - Development Review	\$5,779	\$6,731	\$7,682
NP50	Planning Manager - Marketing and Information	\$5,803	\$7,041	\$8,280
NP60	Planning Manager - Policy and Comprehensive Planning	\$6,070	\$7,076	\$8,083
NP65	Police Commander - Administration	\$7,378	\$7,750	\$8,123
NP70	Program Manager	\$4,886	\$5,559	\$6,233
NP80	Prosecuting Attorney	\$4,852	\$5,638	\$6,425
NP90	Purchasing/Accounts Payable Manager	\$5,040	\$6,293	\$7,544
NR01	Real Property Manager	\$4,757	\$5,392	\$6,028
NR10	Recreation Division Manager	\$5,758	\$6,675	\$7,592
NR20	Recreation Program Manager	\$4,852	\$5,480	\$6,110
NR30	Risk Manager	\$5,244	\$6,705	\$8,166
NS01	Senior Labor Analyst	\$4,790	\$5,596	\$6,401
NS10	Senior Policy Analyst	\$5,601	\$6,514	\$7,426
NS20	Special Projects Manager	\$5,364	\$6,676	\$7,987
NS30	Supervising Attorney	\$6,370	\$7,406	\$8,442
NS40	Support Services Manager	\$5,033	\$6,328	\$7,622
NU01	Utility Billing Manager	\$5,144	\$6,147	\$7,150

# CITY OF REDMOND PAY PLAN "E" - EXECUTIVE PAY PLAN 2005

Exhibit 2

Grade	Title	Minimum	Midpoint	<u>Maximum</u>
1	Human Resources Director	6,870	\$8,283	9,696
2	Planning Director	7,372	\$8,567	9,762
3	Parks Director	7,580	\$8,806	10,031
4	Assistant to the Mayor	7,332	\$8,668	10,005
5	Fire Chief Police Chief	7,821	\$9,176	10,531
6	Finance Director Public Works Director	7,631	\$9,186	10,740